



## PENTAGON/SERVICES

# Better Deal for Service Spooks?

WHITE HOUSE SOURCES tell The JOURNAL that the intelligence reorganization announced last month by the President means a better deal, not less authority—as the country's press has been reporting—for members of the defense intelligence community.

Among the specifics cited:

- More "supergrades" (GS-16 to GS-18 civilian billets) for Defense Intelligence Agency.

- Assignment of top-caliber military personnel to DIA (which in past years has had trouble getting the most qualified military personnel assigned to it and proper recognition for their work in intelligence fields);

- Better promotion opportunities for intelligence analysts (who in the past have seldom been able to advance to top management levels without first breaking out into administrative posts that make little use of their analytical capabilities).

This last point stems from a major White House concern with the nation's intelligence product: "95% of the emphasis has been on collection, only 5% on analysis and production," as one White House staffer describes it. Yet good analysts, he points out, have faced major hurdles in getting recognition and advancement. Moreover, they have been "overwhelmed" by the amount of raw data collected by their counterparts in the more glamorous, more powerful, and better rewarded collection fields.

The supergrade problem has been of special concern to the White House. A high Administration official, who asked not to be named, told The JOURNAL that the "White House [has] pledged to get Civil Service Commission approval" for a GS-18 billet which had been urgently requested by DIA Director LGen Donald V. Bennett. Bennett, he said, first requested the billet more than a year ago. Even though DIA has not

had any authorization for a GS-18, it took almost 10 months for the papers needed to justify the single high-level slot to filter through lower echelon administrative channels in the Pentagon before they could be forwarded, with a "strong endorsement" from Deputy Defense Secretary David Packard, to the Civil Service Commission.

Ironically, just one day after The JOURNAL was told of the White House's determination to help get the billet approved, it was learned that the Civil Service Commission had nevertheless denied the request. Instead, it offered DIA a choice of having an additional GS-17 slot or of having a Public Law 313 post (which would require that DIA first recruit an individual highly qualified enough to justify the appointment).

DIA's supergrade structure, nevertheless, is going to improve dramatically. For at least three years, the agency has been authorized only 15 supergrades, but will get 24 more under a plan just endorsed by Dr. Albert C. Hall, DoD's new Assistant Secretary for Intelligence. The posts are known to be endorsed strongly by both Defense Secretary Melvin Laird and Deputy Defense Secretary David Packard, and apparently enjoy strong backing from the White House as well.

By going from 15 to a total of 39 supergrade billets, DIA will be able not only to recruit higher caliber civilian personnel but to promote more of its own qualified analysts into these coveted, higher paying posts.

## Press Misses the Point

Press reports on the intelligence reorganization convey a much different picture than the above highlights and White House sources suggest. In a 22 November feature, *U.S. News & World Report* noted in a lead paragraph that "The Pentagon appears to be a loser in the latest reshuffle." Deputy-Defense Secretary David Packard is probably the man most responsible for such interpretations. In a 4 November meeting with Pentagon reporters, just one day before the White House announced that CIA Director Richard Helms was being given new, community-wide responsibilities with authority over all intelligence budgets, Packard said: "There have been people thinking if we just had someone over in the White House to ride herd on this overall intelligence that things would be improved. I don't really support that view. ... I think if anything we need a little less coordination from that point than more ...."

The White House's determination to make the defense intelligence field more attractive for military as well as civilian personnel parallels steps taken earlier this year by LGen John Norton, Commanding General of the Army's

## Our Outgunned Spies

A QUICK JOURNAL SURVEY of government-wide supergrade authorizations shows clearly that the Service side of the intelligence community, and DIA in particular, has been "low man on the supergrade totem pole" and makes clear why the White House intelligence reorganization is aimed, in part at least, at giving Service "spooks" better recognition and more attractive career opportunities. Here are typical (in some cases, ludicrous) comparisons that can be drawn from Part II of the Appendix to the *Fiscal Year 1972 Budget of the United States*, a 1,112-page tome which gives, by federal agency, a detailed schedule of all permanent Civil Service positions:

- DIA has 3,088 Civil Service employees, but only 15 supergrades—roughly one for every 200 spooks.

- DoD's Office of Civil Defense has 721 Civil Service personnel, but 27 supergrades—one for every 27 employees, a ratio eight-to-one better than DIA's.

- The National Highway Traffic Safety Administration, with only 776 civil servants, has 36 supergrades—one out of every 22, nine times better than DIA. The Peace Corps also outscores DIA nine to one, with 52 Foreign Service billets in the GS-16 to GS-18 salary brackets for only 1,188 permanent federal positions.

- The National Security Council staff has a 23-to-one advantage, 73 staffers and nine supergrade (or higher) billets. Even NSC's one-to-nine supergrade-to-staff ratio, however, pales by comparison with the President's Office of Science and Technology, which has 23 superposts but only 60 people!

Here's how the supergrade-to-people bean count for key federal agencies compares with DIA's (where authorized, executive level I through V posts are included in supergrade count):

|                                |       |
|--------------------------------|-------|
| Defense Intelligence Agency    | 1-206 |
| Office, Secretary of Defense   | 1-95  |
| Library of Congress            | 1-51  |
| Office of Management & Budget  | 1-78  |
| Office of Economic Opportunity | 1-54  |
| General Accounting Office      | 1-68  |
| Smithsonian                    | 1-60  |
| Civil Service Commission       | 1-105 |
| Federal Maritime Commission    | 1-14  |